

Addressing Biased Policing in Washington, D.C.: Next Steps

(Last Updated – July 2010)

Recommendation	Status
<p>MPD officially reconvene and expand the Biased Policing Task Force, with respect to both membership and responsibilities, to provide input to MPD on future steps to address biased policing in the District. At a minimum, the newly organized task force should consist of both new and established members of the District's African American, Latino, Muslim, Asian, and Lesbian, Gay, Bisexual, and Transgender (LGBT) communities. The task force should also consist of representatives from all levels and ranks of MPD, including patrol officers. Finally, in an effort to pinpoint areas where police-community relations could be strengthened, task force members should come from various geographic areas in the District, and, in particular, those areas where the MPD study found that disproportionate numbers of minorities were being stopped. Having a diverse group of community advocates and MPD officials on the task force would give the task force better practical knowledge about officer and community perceptions throughout the District. Such knowledge would greatly facilitate the department's efforts to achieve state-of-the-art practices to address the problem and perception of biased policing.</p>	<p>Not Adopted. MPD states that the Fair and Inclusive Policing Task Force will meet when a specific need arises. However, OPC notes that the Fair and Inclusive Policing Task Force has not met since March 2008, and MPD does not appear to have any immediate plans to reconvene the Task Force to address the issues raised in this recommendation.</p>
<p>With the input of the Biased Policing Task Force, review MPD's policy prohibiting racially biased policing and make changes where needed.</p>	<p>Adopted. On December 20, 2007, MPD reported that Chief Lanier reissued MPD's policy on unbiased policing to the entire force in March 2007. The department has shared this with the Biased Policing Task Force, and is open to updating and reissuing the policy as appropriate.</p>
<p>With the input of the Biased Policing Task Force, educate officers on how to most effectively interact with people of varying races, ethnicities, and traditions and provide officers with professional traffic and pedestrian stop training.</p>	<p>Adopted. On December 20, 2007, MPD reported that all MPD recruits receive training on cultural understanding while at the academy. In addition, the assistant chief in charge of MPD's Professional Development Bureau is working with the Task Force to identify ways to enhance recruit training, as well as in-service and roll call training for all members, to address biased policing.</p>

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<p>With the input of the Biased Policing Task Force, develop and implement strong police supervision and accountability systems and practices. Such police supervision and accountability mechanisms could possibly include the installation of car surveillance videos to identify and address any biased policing issues.</p>	<p>Adopted in part. In 2007, MPD implemented Phase I of the Personnel Performance Management System (PPMS) and the Supervisory Support Program (SSP). PPMS is a comprehensive information management system and SSP provides the tools to link this information to enhance MPD efforts at accountability and early intervention.</p> <p>On December 19, 2008, MPD reported that SSP currently incorporates a tracking mechanism that flags any allegation involving discrimination by assigning an “indicator point.” Once an officer accrues a threshold number of indicator points for allegations involving discrimination, MPD initiates a mandatory assessment and, as necessary, designs and implements an intervention plan in order to correct behavior. MPD also notes that a mandatory assessment and intervention plan is conducted when MPD finds that a single allegation of discrimination is sustained.</p>
<p>With the input of the Biased Policing Task Force, develop screening mechanisms, such as background investigations and personal interviews, to identify biased behaviors in candidates and establish a police workforce that can use its police powers in an unbiased manner and in a manner that reduces perceptions of bias.</p>	<p>Pending. On December 19, 2008, MPD stated that it had not selected National Criminal Justice Officer Selection Inventory (NCJOSI) as a replacement for the current entrance examination, due to the extensive availability of study programs and practice examinations designed to prepare individuals for the NCJOSI examination.</p> <p>MPD has not provided an update as to whether the department has concluded its research concerning the use of NCJOSI to identify biased behavior patterns in candidates.</p>
<p>With the input of the Biased Policing Task Force, conduct outreach to diverse communities in order to increase trust and cooperation between police officers and residents.</p>	<p>Adopted in part. MPD maintains a Special Liaison Branch (SLB) to support community policing in areas that are often underserved. SLB is composed of the Asian Liaison Unit, the Deaf and Hard of Hearing Liaison Unit, the Gay and Lesbian Liaison Unit, and the Latino Liaison Unit. In December 2009, MPD expanded SLB to include “affiliate” officers, who serve throughout the city and receive specialized training on issues affecting diverse communities and how to better serve these communities. More than 50 officers volunteered to be affiliate officers, who will continue to work in their home police district, but will receive coordinated support, information, and training through SLB. The SLB expansion will allow MPD to provide continuous services to these communities, ensure a flow of information between these communities and MPD to enhance MPD service to these communities, and reinforce MPD training on its policies and procedures across the department.</p>

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<p>With the input of the Biased Policing Task Force, evaluate the MPD study and OPC report, and determine whether further stop data collection is needed to address issues raised in the study and report. MPD should also, with the input of the Biased Policing Task Force, determine whether expanded data collection and analysis is needed to examine post-stop practices such as searches and arrests, as well as biased policing issues involving Muslim, LGBT, and other diverse communities.</p>	<p>Adopted in part. On December 19, 2008, MPD stated that stop and contact information is currently being entered and maintained in a searchable database.</p>